

## PERUBAHAN DAN RESTRUKTURISASI DALAM ORGANISASI

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### *Abstract*

*Today many world-class business organizations have experienced difficulties faced constantly changing business environment, business planning difficult implications and implementation of business programs formulated to effectively and rationally difficult to achieve. Changes in the organization involves a restructuring of human resources, a source of functional, technological capabilities and organizational capabilities. Under these conditions, efforts to reduce internal costs through changes in the organization of the hierarchical-mechanistic-autocratic-confrontational towards network-organismic-participatory-coexistence are the natural consequences that require high motivation of the stakeholders and shareholders.*

**Keywords:** *organizational structure; organizational restructuring; motivation*

### **Abstrak**

Dewasa ini banyak organisasi bisnis kelas dunia telah mengalami kesulitan menghadapi lingkungan bisnis yang terus berubah, implikasinya perencanaan bisnis sulit diformulasikan dan implementasi program bisnis secara efektif dan rasional sulit tercapai. Perubahan organisasi melibatkan restrukturisasi sumber daya manusia, sumber fungsional, kemampuan teknologi dan kemampuan organisasi. Dalam kondisi seperti ini, usaha untuk mengurangi biaya internal melalui perubahan organisasi dari hirarkis-mekanistik-otokratik-konfrontatif menuju jejaring-organismik-partisipatif-koeksistensi merupakan konsekuensi yang wajar yang memerlukan motivasi yang tinggi dari para stakeholder dan shareholder.

**Kata kunci:** struktur organisasi; restrukturisasi organisasi; motivasi

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